

124 Officials in \$100,000 Club

Salaries total over \$18 million—up 56% in three years
pp. 6-7

13th Annual TDU Rank & File Convention

October 22-23, American Hotel, Atlanta

pp. 8-9

TEAMSTER CONVOY DISPATCH

109

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

October 1988 #82

Mathises Throw in Towel in Atlanta Local 728

Rigged Election Overturned

It's been a rough year for Weldon Mathis. First he was forced to resign from his Atlanta Local 728, then he lost the presidency to William McCarthy and now the whole Mathis empire is threatening to crash in the state of Georgia.

Local 728 agreed Aug. 10 to waive any and all defenses in the Department of Labor investigation of the fraudulent October 1987 election. The local agreed to a DOL-supervised election in the near future. The challenge to last fall's election was based on voting fraud and employer collusion in the disputed race. While the DOL is still conducting its investigation, a Freedom of Information request has been filed by the Teamsters for Democracy (TFD) slate to discover just how badly the election was rigged and stolen by local and company officials.

Virtually all the officers were impli-

cated in the charges, and TFD slate candidates are confident that the rank-and-file members will not cast a vote for any local officials involved in the election fraud.

"Teamsters in Local 728 have been talking for years about how elections were rigged and the lack of democratic procedures," said Don Scott, TFD candidate for president. "Now the government has agreed. Everyone connected to the hall, apparently, was either involved in the fraud or knew about it. Can we trust those people in office?"

"That's one point I believe everyone can agree with—if a person was involved in this, how can we expect him to suddenly change and be fair or represent the members honestly?"

The election protest was complicated when Weldon Mathis resigned as president of Local 728 and split the majority of the 8,500-member local

into a new local, 928, headed by his son, Lamar. The DOL soon will decide whether the newly formed local was illegally created to keep the Mathis hold on Georgia and whether the membership of Local 928 should be brought back into Local 728 for the rerun election.

Richard Black, a UPS feeder driver in the newly created local, said, "Lamar Mathis' scheme to divide the local and save his job and salary is criminal, regardless of the DOL's decision to rerun a fraudulent election. Myself and other UPS employees feel the locals should be put back together."

"If the DOL allows Mathis to retain control of some 75% of the old local by placing the members into a new one, it would send a message to all union members across the country that our rights under Title IV of the Landrum-Griffin Act are useless."

Jerry King, the appointed president of Local 728 who has never run for local office, is taking right up where Weldon Mathis left off by illegally cam-

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I'll Be in Atlanta!

Just as important events are taking place in the Teamsters, the same spirit that motivates TDU is spreading throughout the labor movement. I am happy to say I will be at the TDU Convention at this crucial time, and I look forward to meeting again with the fine unionists in TDU who are on labor's cutting edge.

—Victor Reuther

A lifelong labor activist and co-founder of the UAW, Victor Reuther will speak at Sunday's final session and will meet with TDUs during the convention.

It Can Be Won by '91!

Major reforms can be won by 1991. TDU's struggle for democracy and rank and file power is winning. No more are the members powerless. Majority Rule on contracts will soon be a reality. Join TDU as we press forward to transform our union and the labor movement—and attend our TDU Rank & File Convention.

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local Union # _____
(please print)

Address _____

City _____ State or Province _____ Zip _____

Phone () _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production
☐ Other _____

_____\$30 membership fee for one year's membership & subscription to CONVOY DISPATCH.

_____\$75 three year membership fee. (\$10 of this shall be rebated to the local chapter.)

_____\$15 for spouses; retirees; & Teamsters who gross less than \$12,000 a year.

☐ Check or money order ☐ Cash

☐ Mastercard/Visa: # _____ Exp. date _____ / _____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and union officials)

Victory Near on Majority Rule!

We hope the Rank & File Convention Oct. 22-23 will have a major victory to celebrate—winning Majority Rule on contract votes.

Freight, UPS, Stroh brewery, Schneider Transport and many other contracts were shoved down our throats with minority rule in recent months. Never again.

This is no time to let up, but to push forward. We're going to win the Right to Vote for top officers and see that these democratic reforms are used to strengthen our union.

The rank and file have made this victory possible with the consistent rejection

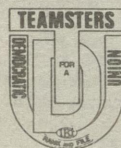
of all major contracts and a growing movement for reform. The lawsuit filed by five TDUs against Weldon Mathis and the IBT over the bogus NMFA vote only caps this effort. Frank Greco, CF driver and Local 478 member who is one of the plaintiffs in that lawsuit said, "Winning Majority Rule is the biggest victory in TDU's history. We're going further and hoping to get the NMFA ratification overruled."

The reform is expected in October when the IBT Constitution will be amended to provide for Majority Rule on national and multi-local contracts,

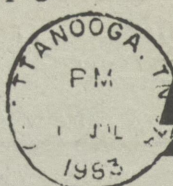
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Teamsters for a Democratic Union

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From the Members

Takeover the IBT Really Fears

Some 36,782 members and a handful of unelected officials have bound us to a contract that 64% of the members, whose ballots were actually counted, voted against. I'm determined not to let this happen again! Will you? We members must vote out of office all local leaders who endorsed this contract, either actively like our Local 71 president, Conrad Sides, or those who passively "kicked back" and said or did nothing. We must elect local leaders who will go to the 1991 Constitutional Convention with this one thought: "Take Back Our Union."

Teamsters used to be tenacious and tough. Now Teamsters are timid and talkers. Jimmy Hoffa set out to organize everything on wheels. Why did we stop? Con-Way South has its scab outfit two miles down the road from the largest CF terminal in the Carolinas, here in Charlotte. Con-Way has been here a year already. When is the IBT going to put forth an effort to organize them?

IBT officials are fearful of a government takeover of our union. If you will join with me, IBT officials will have something more dreadful than government takeover to fear—an army of militant, rank-and-file Teamsters hellbent on taking back our union. We will not retreat! It's onward to victory! Control Our Convention—Control Our Contracts—Control Our Committees! It's time to put up or shut up. One of our great generals said, "A coward dies many times in his lifetime, but the valiant taste death but once."

John David Edwards Jr.
Local 71 Trustee, CF
Charlotte, N.C.

Let's Get Decent Carhaul Contract

Thanks for the information. We never get any news of the (carhaul) strike or anything from the union. No one at our barn seems to know if or when we'll strike. Let's stay on top of the negotiations and get a decent contract. Let's keep our union strong and not let what happened in freight happen to the carhaulers.

E.J. Smith
Local 63, Hadley Auto Transit
La Habra, Calif.

Knock-Out Punch

My desires are to see this organization devote all its resources and energy to three objectives: 1. Getting this two-thirds majority rule out; 2. Getting the Right to Vote our International officers in or out of office;

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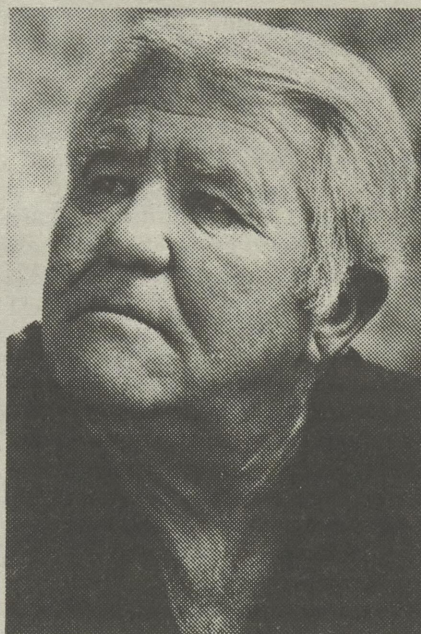
See You in Atlanta!

Bill Slater
Local 315, Retired
Lakeport, Calif.

I will attend the TDU Convention because I feel the labor movement, in general, and the Teamsters union, in particular, are at the crossroads. Either we take the path of greater rank and file participation and fight for our rights, or continue down the road of dictatorial leadership, the road that has brought wage cuts and loss of hard-won working conditions.

I have attended the last 10 TDU Conventions. I know that this organization is the most exciting and dynamic on the labor scene today. But don't take my word for it—come see for yourself! Join fellow Teamsters from across the United States and Canada—attend the workshops of your choice—meet and discuss your problems with the TDU legal staff.

Come and enjoy the great feeling of true union camaraderie. Come



and be a part of dedicated unionists, who without a doubt are going to put the IBT back into the hands of the rank and file.

3. Getting a decent livable pension for all members who qualify, like 20 good years, 55 years of age, \$3,000 monthly.

Our conditions are going every day. At 61 years of age and working every day, I'd like to retire. I've been a Teamster since 1954! After getting out of the Marine Corps in 1947, I became a professional boxer in the early '50s. I boxed and knocked out Jake LaMotta down in Coral Gables, Fla. He never lost a fight in Detroit. I hope we, TDU, can get some of his luck now.

Danny Nardico
Local 85, Airborne Express
Brisbane, Calif.

Union Needs Image Boost

If there is one thing our union needs now—it's an image boost. Members are dissatisfied with their local union leadership and with leadership at the International level. How can we as a union expect to organize other companies and industries if we are outwardly dissatisfied with ourselves?

Albert F. Mason III
Local 404, CF
Holyoke, Mass.

TDU Steering Committee

Co-Chairs:
Pete Camarata, #299
Joe Day, #170
Diana Kilmury, #213
Michael Savoir, #41

Organizer:
Ken Paff, #407

Trustees:
Sarah Bequette, (#600)
Mike Friedman, #407
Tom Pizzuto, #863

Members:
John Braxton, #623
Dan Campbell, #486
Sam Fenn, #63
Doak Jones, #70
Doug Mims, #728
Michael Ruscigno, #138
Gail Sullivan, #278

Alternates:
Don Landis, #773
Scott Askey, #63
J. Anthony Smith, #639

Letter of Thanks And Solidarity

Thanks always for your example and inspiration. As I've told you before, you inspired us R & F in SEIU Local 250 to form CDU—Committee for a Democratic Union. Through our efforts we got rid of union leaders who could not/would not meet members' needs. And just in time.

We just finished a very successful three-week strike against the Affiliated Hospitals in San Francisco. Not only did we win the strike but during negotiations we began an organizing campaign for residual units and have just filed with the NLRB.

Union is not dead at all in the United States—we're on the move.

Pat Hendricks
SEIU Local 250
San Francisco

How to Contact TDU Offices

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

TDU National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

TDU/PROD Washington Office: 2000 P St., N.W., Room 612, Washington, D.C., 20036. (202) 785-3707.

TDU N.Y./N.J. Office: YWCA Building, Room 620, 30 Third Ave., Brooklyn, N.Y., 11217. (718) 834-0631.

TDU Western-area Organizer: Doug Allan, P.O. Box 7445, La Verne, Calif., 91750. (714) 593-9791.

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1987 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.



Washington Watch

McCarthy Moves to Consolidate His Power

Many changes in personnel have been made within the IBT power structure since William McCarthy became president. While Weldon Mathis and the losers call it revenge, McCarthy calls it a house cleaning. Most observers would agree McCarthy is moving to consolidate his power and weaken his opponents, including Mathis and his supporters. The changes predicted in the last *Convoy Dispatch* have been made, and more.

Who's In, Who's Out?

The biggest news is that McCarthy has moved to kick out Maurice Schurr as International VP by bringing him up on charges before the General Executive Board in September. Schurr served prison time in 1986 for taking employer payoffs. He also supported Mathis in the power struggle at the top. It will be interesting to see how Harold Friedman votes on those charges. He is a key McCarthy supporter and faces his own racketeering trial in Cleveland in the ghost-employee scam.

When delegates to the IBT Convention, members of TDU, brought up a constitutional amendment for an Ethical Practices Committee to deal inside our own union with problems of corruption, all the leaders of the IBT bitterly attacked it. Now, under pressure, they are falling all over themselves to support the exact same proposal! This and other TDU proposals, such as Majority Rule on contract ratifications, are gaining ground fast amidst the power struggle.

Central Conference Director Bobby Holmes of Detroit was fired, replaced by Dan Liguoritis of Chicago Local 705. Holmes lost over \$100,000 a year there, but remains an International VP. His son, Bobby Jr., was fired as "International Rep," but it is not known if a single Teamster will notice his departure. The senior Holmes is fighting back in Michigan. His friends control Joint Council 43 and hope to keep it that way, and are raising the per-capita tax to have more of their own treasury.

UPS Division Director Dan Darrow was fired and replaced by Al Barlow of the Eastern Conference. Darrow also was removed as Central Conference

UPS head, but remains head of Local 348 in Akron. The Ohio Conference has been captured by allies of Harold Friedman. Losers here include Sam "Sell-Out" Stintzman and Sherman Brown, both fired from Ohio JC 41; Carmen Parise, fired as head of the newspaper division; and former General Counsel John Climaco, who was Jackie Presser's criminal attorney. Survivors include Andy Suckart and Bobby Kavalec, both sell-out artists allied with Friedman.

Freight Director Jack Yager is still in place and busy signing numerous Article 6 deals under the NMFA, but reports persist that he may be replaced soon. The same reports persist for Paul Locigno, IBT "political director" and personal friend of Presser. Father David Boilleau lost his \$80,000-a-year post at the IBT headquarters.

Canadian Conference Director Ed Lawson was fired and his "private" jet taken from him for use by the winners. Louis LaCroix of Montreal is his successor.

International VP Walter Shea has regained his old post of executive assistant to the president, which he had lost under Presser. In a letter to car haulers, McCarthy informed them of this and assured them Shea will no longer be bargaining for them. Shea's addiction to sleeping with the corporations is well known to car haulers, and his proposed contract was overwhelmingly rejected in July. Francis Hackett, a BA in McCarthy's own Local 25, was appointed International VP to fill a vacancy on the General Executive Board created when McCarthy moved up.

Southern Conference Director Joe Morgan has moved with the backing of McCarthy to remove his enemies. W.C. Smith III and Joe Allgood were fired. Don West was replaced as conference freight director by Billy Patrick of Little Rock. Luther Watson is back in favor, heading grievance committees, along with Joe Morgan Jr. and Jimmy Carrington of Memphis.

So far the Western Conference has not seen much of a shake-up, though virtually every official there supported Mathis against McCarthy. The excep-

tion is International VP Jack Cox, a long-time crony of Friedman, who has taken over jurisdiction (as a VP) for Southern California from Mike Riley.

McCarthy Outspoken

McCarthy continues to be outspoken on a number of subjects:

On the Master Freight Agreement: "Horrible." He blasted Mathis for that deal, and for using minority rule to ratify it. He stated again he wants to reopen it, but has taken no action. IBT attorneys under McCarthy continue to fight the *Gallagher* lawsuit, which is aimed precisely at reopening that deal.

He said the era of concessionary bargaining is over, and limited relief will be granted only to those needy firms with 100% Teamster employment and no non-union subsidiaries. He said locals could not grant such relief without IBT approval, and would be put into trusteeship if they did.

However, the IBT in August granted just such concessions to ANR freight, some \$2.25 an hour (15% cut). Meanwhile, ANR operates non-union operations—including Transport USA, which is used to take union road

jobs—and non-union terminals, including those in the Mathis-controlled Atlanta Local 728.

On the AFL-CIO and the upcoming presidential election: McCarthy said he voted against reaffiliating with the AFL-CIO and "you can be sure they won't have to throw us out next time, because if I don't like it, I'm taking us out." He went on to say he abstained on the AFL-CIO board on endorsing Michael Dukakis and is "leaning" toward George Bush. He mailed a poll on the election to members in the latest *International Teamster*.

On the Provenzano brothers: McCarthy expressed his respect for "those three men, the Provenzos." He said Sammy Pro "is my friend and will always be my friend." The Provenzos are in prison for first degree murder of a union dissident and racketeering (Tony Pro), labor racketeering and employer payoffs (Nunzio Pro) and defrauding the union H&W plan (Sammy Pro). In light of McCarthy's move to throw Schurr off the General Executive Board for bringing "reproach" on the union, his support of the Provenzos is highly ironic.

TDU Wives Will Be in Atlanta!

Sarah Bequette
ISC Member, TDU Wife
St. Louis



My husband Delmar and I are making plans to attend what will be our fourth TDU Convention, an event we look forward to each year.

We attend not only for the information we gain, but for the camaraderie, the feeling that we all have so much in common and understand one another's situations so well. So much strength is drawn from this friendly and caring group, we draw from it an entire year, until we meet again.

If your spouse is planning to attend the convention, encourage it and come along! You'll have a great time. See you in Atlanta!

Roadway Violates Section 405

TDU Wins Back Pay for Drivers

TDU member Archie Long and three other road drivers for Roadway Express in Dallas received \$743 in back pay after OSHA found that Roadway wrongfully withheld their wages after they refused to drive during an ice storm shortly after Christmas 1987.

Archie and the other drivers won their pay by making use of Section 405 of the Surface Transportation Assistance Act, a law TDU drafted and lobbied extensively to get passed in 1984. Section 405 prohibits trucking companies from discharging or otherwise disciplining employees who refuse to operate equipment that poses safety hazards to themselves or the public.

Although OSHA's enforcement of Section 405 has been spotty, the agency apparently has started to crack down on employers who penalize

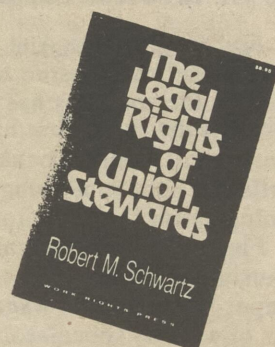
drivers for refusing to drive during hazardous weather. Prior to Archie's case, OSHA awarded back pay to a driver in Ohio who refused to operate his vehicle during a freezing rain.

An OSHA spokeswoman said drivers are probably justified in refusing to drive in bad weather as long as the weather service has issued travelers' advisories, or law enforcement authorities have advised people not to drive. In Archie's case, the highway patrol had stopped vehicles to warn them of dangerous road conditions. Roadway took the ridiculous position that some drivers continued on, therefore it was safe, which was upheld by the union at the grievance panel. Then TDUs took action. Drivers interested in the decision should contact the TDU office.

The Legal Rights Of Union Stewards

A comprehensive explanation of the rights of union stewards, officers, and business agents. Written in an easy-to-read question and answer format, topics include the right to information, duty of fair representation, Weingarten rights, and protecting the grievance process.

Price: \$9.95 each (postage and handling included); \$8.95 each for 5 or more.



Please send me _____ copies

Amount enclosed \$ _____

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Signature _____

Send to: TDU, Box 10128, Detroit, Mich., 48210

Memphis Drivers Wonder After Fatalities

How Can Yellow Freight Management Sleep at Night?

We realize that with being a professional driver, you accept some risks. An accident could happen at any time. But the situation here in Memphis has reached a horrible point.

There's too many accidents, too many deaths. Top management at Yellow Freight should wake up to see how our supervision in Memphis is causing a situation in which every driver who goes out on the road is leaving tense, tired and not in the best condition to drive. We never bargained for this job to be a life-or-death situation.

That's how one Memphis driver described the situation. It is a bleak picture. Who is at fault when there is an accident? Does management deserve some blame for creating a work situation that deliberately creates the most stress for the drivers?

A Jackson County, Mo., jury seemed to think so as it found Yellow Freight "entirely at fault" in a recent court case involving the death of a man who was killed in his car after being hit by a Yellow Freight driver. The family of the deceased was awarded \$6 million to be paid by Yellow Freight. The suit argued that Yellow Freight's policies had encouraged drivers to put in too many hours and had failed to keep a "tired, red-eyed and fatigued driver off the road."

The Yellow Freight terminal in Memphis has suffered through three fatalities in three years, not to mention a number of other accidents and injuries. Drivers in Memphis think it's not just coincidence, but a direct result of the policies of Clyde Maxwell, line haul supervisor.

Treated Like Machines

The drivers claim there are many reasons for Maxwell's poor performance and safety record. First and foremost is his relationship with the work force. Maxwell was overheard in a conversation with a dispatcher to say, "Keep the drivers on the defensive. Stay tough on them and keep the pressure on. If they're mad, they'll run harder."

He failed to mention that the risk of an accident rises dramatically under such stress. Drivers are wondering if this is Yellow's or Maxwell's policy.

The pressure is kept up in a number of ways. The time-off policy for the extra board is probably the drivers' number one complaint. Drivers are only allowed time off on the sixth, 12th or 18th tour of duty, with nothing in between. If time off is requested after nine tours, it's simply denied.

"A man can't even get time off in an emergency situation, or to watch one of his kids graduate," said one driver. "It's a damn shame that we're treated like machines instead of responsible adult human beings."

Safety and DOT regulations are not the company's policies in Memphis. Drivers are regularly spurred on to violate DOT regulations. Maxwell encourages drivers to "run hot," which has created quite a division among the drivers.

"Everyone at one time or another has probably run hot," remarked one

driver, "but we really need to keep this to a minimum and start getting together and acting together. Safety for us all has now become an issue and we don't need the blame to be placed on the drivers."

Besides the stress on the regular work crew, Maxwell is taking advantage of the casual drivers who currently number about 90. Casuals are being abused by orders from Maxwell to keep running more after they've run out of hours. When they ask how they should log that time, the response has been, "We don't care, just make it look good." Any casual who complains to the union or management never works again.

The pressure cooker in Memphis is turned up with regular letters of reprimand for not being by the phone and delay of freight. But drivers sitting by the phone are regularly dispatched out of their call block. It's no wonder because there is only one dispatcher and one coordinator for a 175-man board. That doesn't seem to be the way to run an efficient and safe operation.

Over 20 of the drivers domiciled in Memphis called *Convoy Dispatch* regarding the problems with Maxwell and Yellow management. Many more fed information to those who called. The drivers requested anonymity, feeling sure Maxwell will retaliate.

One driver aptly summed up the situation: "We're not cry babies, and we take our jobs as professional, safe drivers seriously. But doing the best job you can in the safest possible manner isn't helped by management's abusive language and the disrespect we receive over the phone, at the dispatch window and in the drivers room."

"I know Yellow Freight is in this business to make money, but at what expense? We drivers really want to know how well Clyde Maxwell can sleep at night knowing what he's created at this terminal."

Local 728 Election Overturned

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paing for office with union funds, and by removing elected stewards and replacing them with his political allies. IBT President McCarthy is investigating the removal of stewards and has sent a letter to King telling him to resolve the matter.

TFD candidates, Local 728 officials and DOL representatives will be meeting soon to determine the date of the new election, the method of voting and composition of the local. For the first time in over 30 years the rank and file of Local 728 will have the opportunity for a fair and square election, thanks to the organization that TDU has built in Atlanta and the efforts of hundreds of members who are now part of the life of their local.

We invite all Teamsters interested in making democratic changes in their locals and the International to attend the TDU Rank & File Convention on Oct. 22 and 23. Atlanta TDUs will be there to extend their welcome and share their experiences.

Freight Lines

Minority Rules on Schneider Contract.

In August 678 Teamster drivers employed at Schneider Transport had their national contract imposed on them though they rejected it by 64.7%: 439 No to 239 yes. The International again shoved a contract down the members' throats by minority rule. Meanwhile, the employer continues to shift loads and jobs to its non-union division, Schneider National.

These same Schneider drivers were sent ballots in May to vote on the NMFA, though they are not under it. Their contract provides for a wage freeze until August 1991 at a top rate of 26 cents per mile, after three years of employment. Drivers start at 22 cents per mile — 23 cents if "experienced." Their benefits are also not up to NMFA standards.

DOT Getting Ready To Rule On What's Excessive Speed.

A CF management memo is being circulated among the terminals regarding driver disqualification for excessive speed. The DOT rule requires drivers to be disqualified for a period of 60 days if they receive two tickets for excessive speed within a three-year period, and for 120 days if they receive three tickets. The DOT will be conducting rules-making sessions shortly on what they consider to be excessive speed. The DOT has indicated it would be 10 mph to 15 mph over the posted speed limit.

Jones Truck Lines Changes Hands.

Sun Carriers, which was bought by an investment group in 1986, announced Jones Truck Lines has been sold to another group of investors headed by top officials at Sun and Jones, along with others from the previous owner.

After the demise of Milne, formerly a part of Sun, the owners gave up on regional carrier groups. Sun President Donald Mayoras noted that high prices involving recent sales of carriers, particularly ABF and Viking, were one of the reasons for the change.

This is another in a series of leveraged buyouts. While Jones was very profitable, running an operating ratio of 94.1 for the first half of 1988, the company was losing a significant amount of profit that went to interest payments related to the purchase by the Sun investors group. Jones' \$11.1 million operating profit has been reduced to a \$1.9 million net loss so far this year as a result of the corporate paper shuffling. Many Jones employees are wondering if the corporate raiders will propose an Article 6 deal in the near future to fatten their wallets.

What About St. Johnsbury?

St. Johnsbury has suffered from the same corporate paper shuffling, posting an 89.3 operating ratio for the first half of the year, but suffering a reduction in operating profit from \$30.3 million to a net profit of \$7.9 million due to paying off the corporate raiders. Now Sun Carriers has put St. J on the selling block. Industry sources are speculating that with Roadway closing its Spartan operations in the Northeast, it is seriously considering buying the New England carrier.

ABF Wants Employees to Pay Corporate Raiders.

The Aug. 29 edition of *Transport Topics* reported the Teamsters and ABF are nearing an agreement on a proposed wage cut and combination profit sharing/ESOP for ABF employees. ABF President Robert Young said they hope to wrap up the deal by September. Once again, it's a case of corporate paper shufflers, through leveraged buyouts, reducing a profitable company to a way to make more money for vulturelike investors. ABF was purchased by New York merchant banker Kelso and Co., a specialist in leveraged buyouts involving ESOPs. Is this the new face of concessions in the industry?

Is CF the Next Target?

Forbes magazine Aug. 22 speculated on CF's attractiveness as a possible candidate for a hostile takeover. CF's stock has been holding at \$33, even though the company has been spectacularly profitable. CF's net income has risen by 8% in the first half of this year. Because the stock is considered undervalued, *Forbes* speculated, "This makes CF a tempting target for takeover artists. There is nothing the predatory breed likes more than a company doing better than the stock market appreciates."

Financial deals, leveraged buyouts, hostile takeovers and the like are now causing Teamsters pay cuts and loss of jobs. It's time the union says NO to paper-shuffling and wage-cutting scams, which only serve to line the pockets of wealthy speculators who don't produce anything of real value.

National Freight Meeting.

Freight Teamsters from across the country will meet at the TDU Rank & File Convention in Atlanta Oct. 22-23 to review the freight contract campaign and NMFA lawsuit, and plan for the coming year. See pages 8-9 for more convention details and to register.

Workers Take Stand Against Concessions

PIE Loses Vote on Article 6 Deal

Don Landis
Local 773, PIE
Bath, Pa.

PIE management and Teamster officials received a shocking surprise as they failed to achieve the 75% yes vote needed to pass an addendum that included a 15% wage cut in return for a "profit sharing" program. The rejection, which took a week to be reported after all parties recovered from the shock, was by a margin of 3,654 yes to 1,872 NO: 66% to 34%.

In the voting materials sent to all PIE Teamsters the language agreed to by both parties was crystal clear: "If this addendum is not ratified, the company may continue the SIP (Stock Incentive

Plan) that is currently in effect and the parties will negotiate further in an effort to reach a new contract."

However, as management criss-crossed the country trying to sell the plan and began to encounter organized resistance at many terminals, it began to renege on the proposed contract language by stating the company would close the doors if the plan wasn't approved. This was emphasized to all PIE employees when we received paychecks with "Vote yes for continued employment" printed on them.

This lowered greatly the already poor credibility PIE has with its Teamster work force. Management displayed even less credibility by being

unwilling or unable to answer certain questions, such as why employee stockholders should give up their approximately 50% ownership for dubious promises of future profits. Nor would management say whether the company would be sold if the addendum were passed, a scam pulled previously during the SIP with the change in hands from IU to Maxitron to the current ownership. Management did tell us our wage cut would fund pay raises for "critical personnel," that is, themselves. At least they were honest on that point.

Dire warnings of the unavailability of comparable jobs and the demise of such companies as American Freight, along with direct threats to go out of business seemed quite contradictory to PIE's claims in the Sept. 5 *Transport Topics* that "PIE has turned the corner" and reported a \$1.2 million profit for June alone, along with an operating ratio of 97.4.

The matter now rests in Teamster President William McCarthy's hands. Reportedly, both Doyle and Rogers, chief officers of PIE, were meeting with McCarthy begging for a revote. It will obviously have to be a much better deal than the 15% wage cut and promise of profit sharing included in the first offer.

Against threats from PIE and coercion from union officials, 34% of the PIE membership took a union stand and said "no more" to further concessions. Perhaps management doesn't realize that "Pride, Integrity and Excellence," the PIE motto, is more than just an empty slogan for PIE Teamsters.

We hope McCarthy sticks to his guns



Come to Atlanta!

Bill and Sheila Stromatt
Local 728, Atlanta
Yellow Freight

We'll be at the Rank & File Convention because we believe in democracy. That is what TDU is all about and we're winning the battle for a democratic union not only here in Atlanta, but nationwide. To all Teamsters who believe in democracy, union strength, and that it's time for change, come to Atlanta and watch us make it happen.

Employer: 'Vote Till You Get it Right?'

DiSalvo Teamsters Reject More Givebacks, 53% Vote 'No' on Article 6

Teamsters at DiSalvo Trucking, one of the largest carriers in California, have voted No to Article 6 concessions. But now they fear the Western Conference negotiators will simply come back with a new vote, in the old 'vote till you get it right' game.

Some 100 DiSalvo Teamsters have written to IBT President William McCarthy, according to stewards involved, asking him to "replace these negotiators or instruct them to represent the wishes of the majority."

DiSalvo Teamsters have experience with concessions. Back in 1982 they voted to delay a 47-cent raise, and moved away from the NMFA standard at that time. Then in 1985 the 47 cents mysteriously disappeared permanently, and more concessions were

negotiated. Workers also agreed to waive a portion of wages.

DiSalvo has been crying poor, but in fact has had the money to start up other businesses such as warehousing. Where did the money for these come from? You guessed it.

Now in August workers were asked for an Article 6 deal, which required a 75% yes vote. But only 47% voted yes. A majority said NO. But seemingly the Western Conference negotiators are not getting the message, as DiSalvo stewards report they may face a new vote soon.

If every time we vote down concessions a new vote is scheduled, what is the point of voting at all? DiSalvo Teamsters want to know the answer, and so do a lot of others.

Pension Fund Trustees Refuse to Listen to Members' Requests

TDU mailed petitions July 29 containing 30,000 Teamsters' signatures to the Central States Pension Fund. The petitions asked for fair 30-and-out benefits, an end to Central States' discriminatory re-employment rule and a cost-of-living adjustment to pension benefits.

Central States trustees met Aug. 23-24 and told their participants to take what crumbs they are handed and be thankful. In fact, their opinion of the Teamster rank and file is so low, they would not even agree to meet with a delegation of members to discuss the concerns brought up in the petition.

Who can imagine an institution so unresponsive to its members that when 30,000 petition, its trustees will not even meet with a delegation of members? Just who are the trustees of this fund?

The Employer Trustees

By law, union pension funds must have an equal number of trustees representing the union and the employers, so four of the eight trustees represent the employers. Trucking Management Inc. (TMI) President Arthur Bunte and the other employer trustees have a clear motivation to keep benefit levels down. They know if they do, their corporations will have to make little or no contribution increases as contracts come up for renewal.

The Central States employer trustees are so good at keeping down top-rate contribution levels that in the past three years the combined increase for both pension and health and welfare has been only 10 cents a year. And the union "waived" it for UPS one year! (We're in court on that.)

Now it's 20 cents a year through 1991. If the employer trustees can keep our benefits down, their corporations put in less.

Employers also want to decrease their pension-withdrawal liability. If a trucking operation shuts down, they are legally obliged to pay into our pension fund to cover their portion of the "unfunded liability," the benefits that will be owed to their employees.

Suppose Coastal, the giant conglomerate owner of ANR, decided to close down ANR to sell off its assets. It would owe over \$100 million to the pension funds. The corporations' trustees want to get rid of this liability on their books. They want to keep a tight lid on our pension benefits, because the higher the benefits, the higher the unfunded liability they may have to pay for their corporate paper shuffling.

The Union Trustees

But why do our own union representatives go along with them? Half of the eight Central States trustees are

union officials: Jerry Cook of Atlanta, Loran Robbins of Indianapolis, Robert Sansone of St. Louis and Marion Winstead of Louisville. Supposedly "our" representatives, but are they?

These rich union officials (see pages 6-7) are all covered by at least three or four Teamster pension plans paid by our dues. They will receive huge pensions, far beyond what we dream of, all from our treasury. Their special officials-only pension funds (such as the Teamster Affiliates Plan, the Retirement and Family Protection Plan, and others) have no restrictions on what other jobs they can take in retirement, as ours do. They make the rules for us, but they play their own game by entirely different rules.

These rich union officials go along with the employers! They tell us they cannot raise benefits. They cannot correct the injustice of the new work-till-you-die system for top benefits. They cannot adjust the re-employment rule.

To top it off, Central States trustees now say they must cut our pension benefits \$50 a month in the form of a new health and welfare charge. Hundreds of thousands of Teamsters were promised health insurance for their retirement without charge. If the Central States H&W Fund has been so badly managed that the trustees now

and forces PIE to live up to the rules agreed to. Whether PIE will destroy the jobs of thousands of Teamsters to have an upper hand in the freight discounting wars remains to be seen. However, our brother and sister Teamsters should take note of our situation. We gave concessions and the company came back for more. For many of us, a NO vote didn't mean possible unemployment, it meant certain self respect.

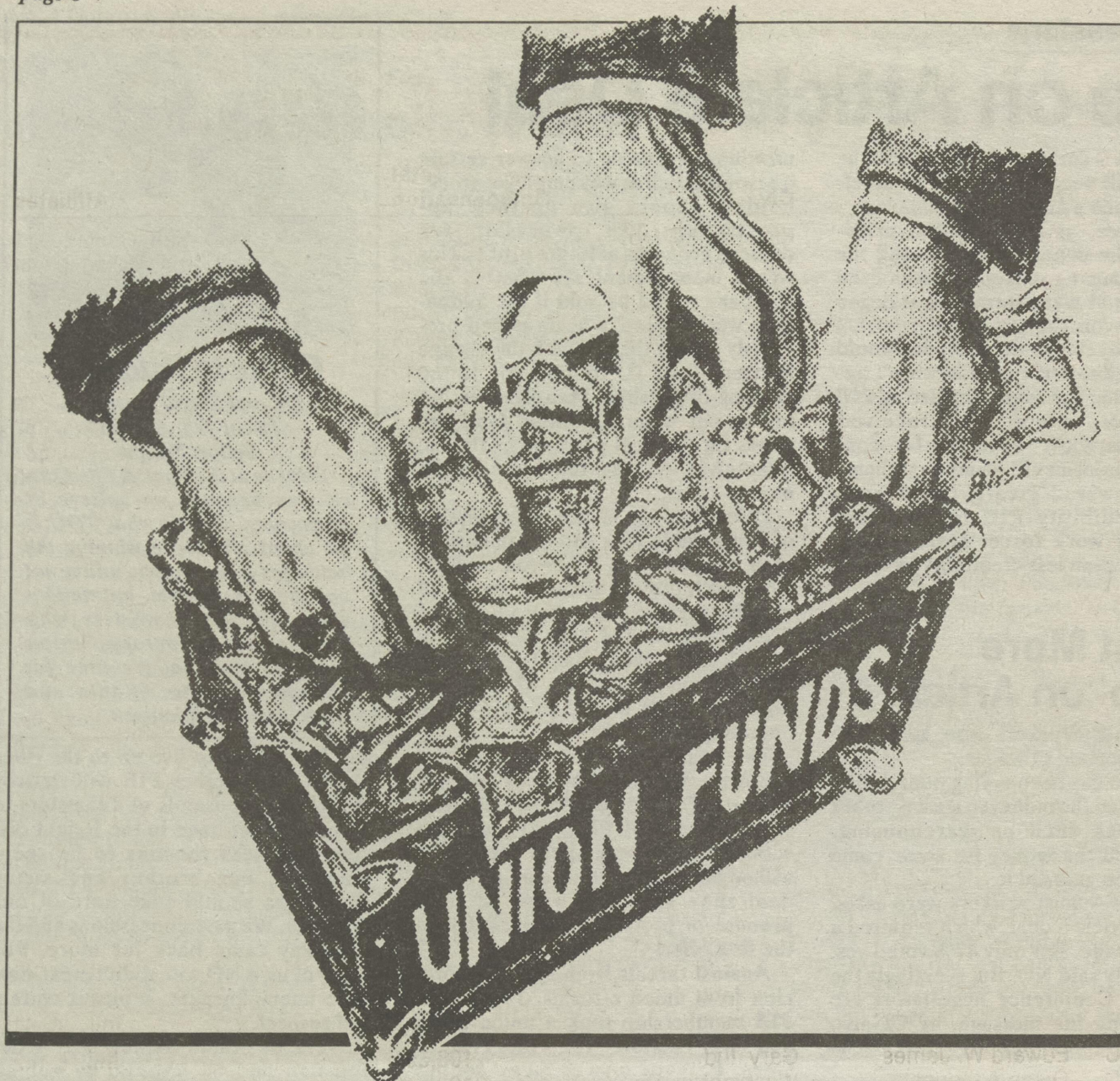
We hope others will learn from our situation and be inspired by our attempts to act like real union members and resist concessions that undercut the NMFA, our standard of living and all other Teamsters who would surely be next in the Article 6 hitlist.

need to take \$50 per month out of every retiree's pocket, why were we not told about this before voting on the Master Freight Agreement this spring? How many Central States participants who voted for the contract would have done so if they had known the H&W contributions were so inadequate?

We Need Elected Trustees

You can see what our union trustees think of us. What we think of them cannot be printed in a family publication. But what we plan to do to them can. We aim to win the right to elect the pension-fund trustees who are supposed to represent us, so they will have to listen to the rank and file. We aim to replace the ones who have sold us out, as well as the Central and Southern Conference officials who appointed them. This is the only way to correct the problem of "union" pension fund trustees who represent the employers and not working and retired Teamsters.

We also will continue to file lawsuits whenever possible and reasonable to protect our pensions and retirees. But the real solution will come when we change our union leadership to one that is responsive to the members of our union, not to the employers, and not comprised of rich union officials who act like employers. That's what TDU is dedicated to.



Bloated Salaries Breed Corruption

Shameful Squandering Of Our Union's Resources

TDU made public Sept. 15 the results of a two-month study of hundreds of financial reports, revealing that each of 124 top Teamster officials received over \$100,000 from our union treasury in 1987. The number bagging over \$200,000 has jumped to 16 from 11 last year.

The total amount paid to these rich men (no women in this club) was \$18,734,968, for an average salary of \$151,088. Just three years ago there were 76 top Teamster officials in the \$100,000 Club, paid a total of \$12,021,884—an increase of 56% in just three years. Last year 116 officials made the list.

These Teamster officials are by far the highest-paid union officials in North America, with more paid over \$100,000 than all other unions combined. Most other major unions have at most one or two officials paid over \$100,000, and none anywhere near the upper reaches of this list.

While some of these men are hard-working and face elections, many have never been elected and many are totally unqualified as union leaders. Some have even been convicted of crimes such as taking payoffs from employers.

The figures here include salaries and expenses, but do not include the millionaire perks many of these people get from our treasury. Most of them have three or four pension plans paid from our dues, including super-plans set up only for Teamster officials. Most have free luxury cars provided. Some have free use of luxury private jet planes, and more. Many are paid for multiple "full-time" positions.

This system breeds corruption and weakens our union. Only 2% of Americans earn more than \$100,000, but virtually the entire IBT power structure does. They

see our union as a road to the upper class, not a workers' movement. Their peers are corporate executives, and some even become union-busters and management consultants after they retire on our treasury. They have forgotten what unionism is all about.

If these salaries were cut in half, they would still be far higher than those in any other union. We would have nearly \$10 million saved for a massive organizing drive to strengthen our union where it counts. This system of bloated and multiple salaries robs us of resources we need to make our union strong.

You Can Be Part of the Solution

If this makes you angry, you should turn that anger into positive action. Join TDU, the movement of Teamsters fighting to redirect our union, to organize the unorganized and to win the Right to Vote on all top officers. Use the application on page 1 and become part of the solution.

NOTE: All data compiled by TDU from hundreds of LM-2, LM-3 and LM-15 reports filed with the U.S. Department of Labor. All figures include salaries and expenses from affiliates, but do not include other benefits such as multiple pension funds, severance funds, luxury cars, etc.

Get Your Local's LM-2

We will provide you with a copy of the 1987 financial report for your local union. Free to TDU members, others please include a donation with your request. Contact TDU, Box 10128, Detroit, Mich. 48210. (313) 842-2600.

124 Teams

Name	City	C
Jackie Presser ¹	Cleveland	
Harold Friedman ²	Cleveland	
Arnie Weinmeister	Seattle	
Weldon Mathis	Atlanta	
Donald Peters	Chicago	
Robert Holmes	Detroit	
Joseph Trerotola	New York	
Joseph W. Morgan	Hallandale, Fla.	
Michael J. Riley	Los Angeles	
Carl Lindeman	Los Angeles	
William F. Genoese	New York	
Daniel C. Ligurotis	Chicago	
Earl D. Bush	Hollywood, Calif.	
William Hogan Sr.	Chicago	
Robert E. Marciel ³	Los Angeles	
William Joyce	Chicago	
Joseph Bernstein	Chicago	
C.W. Bud Smith	Wichita, Kan.	
Bernard Adelstein	New York	
J.L. Bernstein	Chicago	
John Kelahan	Chicago	
Jack D. Cox	Los Angeles	
Robert Bernstein	Chicago	
Anthony Hughes ²	Cleveland	
Ben Leal	San Francisco	
George R. Rohrer	Burlingame, Calif.	
Charles G. Thompson	Oklahoma City	
Edward M. Lawson ⁴	Vancouver, B.C.	
Mark Davidoff	New York	
R.V. Durham	Winston-Salem, N.C.	
Walter A. Engelbert	Seattle	
Jack B. Yager	Washington, D.C.	
Robert Sansone	St. Louis	
Paul G. Hanoian	Providence, R.I.	
Marion M. Winstead	Louisville, Ky.	
Dan Darrow	Akron, Ohio	
Walter J. Shea	Washington, D.C.	
Mitchel Ledet	New Orleans	
Dennis M. Silverman ³	New York	
Don L. West	Birmingham, Ala.	
Luther Watson	Nashville, Tenn.	
William P. Evans	Cleveland	
Vincent Trerotola ⁵	New York	
William J. McCarthy	Boston & Washington, D.C.	
Richard Hammond	Houston	
Anthony Distinti	New York	
Charles Jones	Hallandale, Fla.	
Theodore R. Cozza	Pittsburgh	
Joseph W. Ballew	Seattle	
John N. Cleveland	Washington, D.C.	
Duke Zeller	Washington, D.C.	
Joseph Morgan, Jr.	Hallandale, Fla.	
M. Adelstein	New York	
Robert Crapanzano ³	New York	
Louis D. Richard	Washington, D.C.	
James Coli	Chicago	
Norman Greene	Washington, D.C.	
Carmen E. Parise	Cleveland	
A. Adelstein	New York	
Raymond E. Fularczyk	Milwaukee	
Robert Sasso	New York	
Herbert Suvaco	San Francisco	
Anthony Lock	Burlingame, Calif.	
Charles Haddock	Dallas	
Chuck D. Mack	Oakland, Calif.	
R. Jerry Cook	Atlanta	
William Ferchak	New York	
Robert Meidel	Chicago	
Max G. Sanchez ³	New York	

Master Officials in \$100,000 Club

Total Compensation	Affiliates	Name	City	Total Compensation	Affiliates
\$609,984	Intl., Ohio Conf., JC 41, L 507	Karl Rogers ¹	Kansas City, Mo.	122,694	Mo.-Kan. Conf., L 541
537,435	Intl., Ohio Conf., JC 41, L 507, L 19	Robert M. Pavolka	Tacoma	122,310	Intl., JC 28, L 599
443,612	Intl., WC, JC 28, L 117	Michael Coli	Chicago	121,068	L 727
305,914	Intl., L 728	Joe W. Allgood	Dallas	120,103	Intl.
294,589	Intl., L 743	Norbert F. Miller	Modesto, Calif.	118,938	Intl., JC 38
286,977	Intl., CC, L 337	Harry A. Marshall	Denver	117,942	Intl., JC 3, L 17
269,711	Intl., EC, JC 16	William Hogan Jr.	Chicago	117,824	L 714
253,681	Intl., SC	George J. Vitale	Detroit	117,504	Intl., L 283
230,490	Intl., WC, JC 42, L 986	Richard Milone	Kansas City, Mo.	117,093	L 541
225,561	L 396	Frank Wsol	Chicago	116,853	L 710
224,791	Intl., L732	Samuel E. Stintsman	Cleveland	116,834	Intl., JC 41
223,999	Intl., JC 25, L 705	Maurice R. Schurr	Philadelphia	115,983	Intl., L 929
219,318	Intl., L 399	Gerald Yontek	Cleveland	115,508	L 19, L 507
211,742	JC 25, L 714	Edward D. Rodriguez	Washington, D.C.	115,024	Intl.
210,871	Intl., JC 42, L 63	A.W. Parker	Houston	114,548	Texas Conf., JC 58, L 968
205,670	L 710	James M. Hogan	Chicago	114,444	L 714
199,015	L 781, JC 25	Thomas J. High	Washington, D.C.	114,216	Intl.
189,926	Intl., Mo.-Kan. Conf., JC 56, L 795	Gairald F. Kiser	Washington, D.C.	114,080	Intl.
186,046	JC 16, L 1034, L 813	Sherman D. Brown	Cleveland	114,069	Intl., JC 41
181,429	L 781	Harold J. Yates	St. Paul, Minn.	114,051	Intl., JC 32, L 120
176,404	L 710	James M. Casey	Washington, D.C.	113,770	Intl.
174,441	Intl., L 572	Joe Pecora Sr.	Newark, N.J.	113,053	L 863
170,875	L 781	W. Fleming Campbell	Washington, D.C.	112,965	Intl., EC
169,204	Intl., JC 41, L 507, L 19	Howard Bennett	Albany, N.Y.	112,704	JC 18, L 294
168,595	Intl., L 856, JC 7	Robert A. Cassidy ³	Canton, Ohio	111,557	Ohio Conf., JC 41, L 92
167,291	Intl., WC	Andrew Suckart	Cleveland	111,253	Intl., JC 41
166,207	Intl., Ark.-Okla. Conf., SC, L 886	John P. Hartigan	Washington, D.C.	111,162	Intl.
166,180	Intl.	Richard A. Collinson	Cleveland	110,857	Intl., JC 41
165,261	L 851	Robert Kavalec	Cleveland	109,657	Intl., L 507
162,152	Intl., L 391	Everett W. Moody	Cleveland	109,343	Intl., JC 41
160,922	Intl., WC	Edward W. James	Gary, Ind.	108,651	Intl., L 142
160,231	Intl., CC	Glenn A. Jones	Washington, D.C.	108,519	Intl.
159,591	Intl., Mo.-Kan. Conf., JC 13, L 682	Edward Brereton	New Haven, Conn.	108,225	JC 64, L 448
158,712	L 64	Paul R. Locigno	Washington, D.C.	107,681	Intl.
158,539	Intl., Ky.-W.Va. Conf., JC 94, L 89	Richard A Lyter	Washington, D.C.	107,596	Intl.
156,907	Intl., CC, Ohio Conf., JC 41, L 348	Joe Pecora, Jr.	Newark	107,391	JC 73, L 863
156,360	Intl.	Terrence S. Moloznik	Washington, D.C.	107,280	Intl.
156,170	Intl., SC, L 270	Armando Fosco	Chicago	106,627	L 738
154,203	L 810	Wallace D. Clements	Washington, D.C.	105,807	Intl.
152,197	Intl., SC, JC 87, L 612	William C. Smith, III	Hallandale, Fla.	105,176	Intl.
151,704	SC, JC 87, L 480	Robert Sinnett	Anchorage	105,030	L 959
149,166	Intl., Ohio Conf., JC 41, L 52	Joseph Tramontana	Newark, N.J.	104,440	L 863
147,953	Intl., EC, JC 16	Robert T. Flynn	Washington, D.C.	104,328	Intl.
147,417	Intl., EC, JC 10, L 25	Joseph Roberto	Bridgeport, Conn.	104,133	JC 64, L 191
146,381	Texas Conf., JC 58, L 988	R.W. Frankowski	Los Angeles	103,861	L 986
142,158	JC 16, L 707, L 277	Thomas A. Kellerhuis	Washington, D.C.	103,331	Intl., JC 32
141,017	Intl., SC	Daniel Johnson	Kansas City, Mo.	102,949	JC 56, L 41
140,298	Intl., L 211	Paul L. Steinberg ⁴	Chicago	102,690	CC
139,255	Intl., WC	Gaston Poisson ⁴	Montreal	102,338	Intl.
139,065	Intl., JC 55, L 730	Peter Agiliata	Chicago	101,717	L 738
138,866	Intl.	Norman Hug	Louisville, Ky.	101,665	Ky.-W.Va. Conf., JC 94, L 89
137,584	Intl., SC, Ga.-Fla. Conf.	Joseph E. Santucci, Jr.	Washington, D.C.	100,866	Intl.
135,840	L 1034, L 813	Leo Reed	Hollywood, Calif.	100,536	L 399
132,585	L 27	James H. Reese	Washington, D.C.	100,483	Intl.
131,385	Intl.	A.L. Cannestro	Miami	100,041	L 769
131,199	L 727				
129,730	Intl., CC				
129,396	Intl., Ohio Conf., JC 41, L 473				
128,675	L 813, L 1034				
128,346	Intl., L 200				
127,999	JC 16, L 282				
126,816	L 860				
126,775	Intl., WC, JC 3, L 104				
125,037	Texas Conf., SC, L 745				
124,730	Intl., WC, JC 7, L 70				
124,503	Intl., SC, Ga.-Fla. Conf., L 528				
124,375	L 732				
123,960	JC 25, L 734				
122,781	L 810				

FOOTNOTES:

1. Deceased.

2. Friedman and Hughes are awaiting trial on charges of racketeering in the ghost-employee scam. Despite Presser's death, the trial is expected to proceed.

3. Based in part on 1986 data due to delinquent filing of reports by these officials.

4. Lawson's salary is in U.S. dollars and includes only that salary received from the International Union. The Canadian Conference, locals and joint councils in Canada do not file financial reports. Lawson's total figure in Canadian dollars would likely be over \$300,000, and several other Canadian officials would be on the list if the information were available.

5. Vincent Trerotola, son of Joseph Trerotola, controls both Local 72 and Local 858, which are public employee locals not required to file reports. His actual compensation is no doubt over \$200,000. Other officials, such as Local 237 President Barry Feinstein, would be on this list also if information for public employee local unions were available.

KEY:

EC (Eastern Conference); CC (Central Conference); SC (Southern Conference); WC (Western Conference); Intl. (International Union).

Convention Schedule

Special Friday Events

Hospitality Room Noon-5 p.m.
 Early Registration Noon-5 p.m.
 Special Leadership Session 1 p.m.-5 p.m.
 Wives Reception 5 p.m.-6 p.m.
 Video and Films 6 p.m.-7 p.m.
 Dinner 7 p.m.-8 p.m.
 Special Presentation 8 p.m.-9 p.m.

'On to 1991—How We're Winning the Fight for a Stronger and More Democratic Union' A presentation on how rank-and-file activity and TDU's presence have brought us into a new era of changes within the IBT and how that affects the labor movement.

Chair: To be announced

Speakers: Bill Slater, Local 315, retired
 Nick Salvatore, professor of labor history,
 Cornell University

Reception and Cash Bar 9 p.m.-Midnight

Saturday Schedule

Coffee for Early Registrants 7 a.m.-10 a.m.

Registration 8 a.m.-10:30 a.m.

Session I: On the Road to Victory 10 a.m.-Noon

Chair: Diana Kilmury, Local 155, Vancouver, B.C.

Greetings From Atlanta: Don Scott, Local 728, Atlanta

Overview of Convention: Myra Cardona, TDU staff

Speakers: Bill Stromatt, Local 728, Atlanta

O.L. Pinson, Local 568, Shreveport, La.

Ronnie Greene, Local 512, Jacksonville, Fla.

Lunch Noon-1 p.m.

Women Teamsters Meeting Noon-1 p.m.

Session II: Workshops 1 p.m.-3 p.m.

1. Leadership Training I
2. Workplace Strategies: Organizing to Win on the Shop Floor
3. Local Union Politics and Strategies
4. Running for Local Union Office
5. Your Legal Rights On the Job and in the Union
6. Teamsters Union History
7. Pension Rights and Pension Wrongs
8. Road Driver Safety and Health
9. Dealing with Stress on the Job

Coffee Break and Video Showings 3 p.m.-3:30 p.m.

Session III: It's Our Organization 3:30 p.m.-5:30 p.m.

Chair: Pete Camarata, Local 299, Detroit

Organizer's Report: Ken Paff, TDU national organizer

Nominations for ISC: Dan Campbell, Local 486, Saginaw, Mich.

Special Events and Cocktail Hour 5:30 p.m.-7 p.m.

UPS Meeting 5:30 p.m.-7 p.m.

Minority Teamsters Meeting 5:30 p.m.-7 p.m.

Company Meetings 5:30 p.m.-7 p.m.

Meet Victor Reuther: Questions and answers with a founder of the

UAW and long-time labor leader 5:30 p.m.-7 p.m.

Films and Videos 5:30 p.m.-7 p.m.

Cash Bar 5:30 p.m.-7 p.m.

Banquet 7:30 p.m.-9 p.m.

Special guest speaker Ray Rogers of Corporate Campaign

Party, Music and Cash Bar 9 p.m.-1 a.m.

Meet the ISC Candidates 10 p.m.-11 p.m.

ISC Voting 10 p.m.-11 p.m.

Sunday Schedule

Coffee and Voting for the ISC 8 a.m.-9 a.m.

Session IV: Jurisdictional Meetings 9 a.m.-11 a.m.

Freight and Cartage

UPS

Carhaul

Grocery and Warehousing

Local Contracts

Wives in TDU

Retirees in TDU

Brunch 11 a.m.-Noon

Session V: Workshops Noon-2 p.m.

1. Leadership Training II
2. Putting Together Rank-and-File Newsletters
3. Chapter Fund Raising
4. Structure of the IBT: Now and the Future
5. The RICO Lawsuit and Its Implications for the Rank and File
6. Using the Grievance Procedure

Session VI: The Road Ahead 2 p.m.-3:30 p.m.

Chair: Joe Day, Local 170, Worcester, Mass.

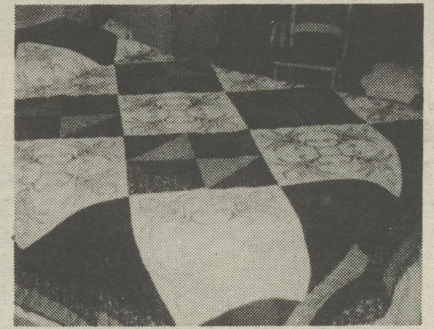
Introduction of the new ISC and election of officers

Concluding speech by Victor Reuther

Convention Quilt Raffle

Once again TDU member Frances Adcock has donated a beautiful hand-made quilt to be raffled at the convention. Done in a cranberry color scheme, the quilt features embroidered squares.

The quilt will be on display at the convention with tickets available at the literature table. Suggested donation is \$10 for 15 or \$1 each. If you can't attend the convention but are interested in tickets, contact TDU.



Saturday Workshops

1. Leadership Training I: Getting TDU Off the Ground in Your Area. How to build TDU's reputation, recruit members, carry out campaigns and organize effectively in your area. Designed for members from newer chapters, and for those who want to build TDU.

2. Workplace Strategies: Organizing to Win on the Shop Floor. A look into tactics and strategies designed to give you more clout in your work place for winning grievances, getting better conditions and building unity among your co-workers. Actual examples of Teamsters "working to rule," building broader support and developing new leaders will be given.

3. Local Union Politics and Strategies. Every local has its own political history and base of support. This workshop will give you tips on analyzing your local and developing strategies. It also will discuss making alliances with other forces, deciding to run for office and affecting the political life of the local.

4. Running for Local Office. This workshop is designed for members who are planning to run for office. Covered will be basic legal rights and how to enforce them, and a discussion on techniques and strategies used in successful campaigns. It will be conducted by experienced campaign strategists and successful candidates.

5. Your Legal Rights on the Job and in the Union. A survey of labor law as seen and used by Teamster members, presented by the author of the *TDU Legal Rights Handbook*. This workshop will briefly cover main areas of law and give examples. A question-and-answer session will be included; however, time is limited and individual cases will not be able to be reviewed.

6. Teamster Union History. This workshop will be given by Nick Salvatore, professor of labor history, Cornell University. The workshop will deal with a brief history of the beginning of the IBT and focus on the period after World War II when things began to go wrong, providing a broad historical perspective of the IBT, the shared problems we have with the rest of the American labor movement and the role TDU has played.

7. Pension Rights and Pension Wrongs. This workshop will have two parts: first, a brief description of pension rights under ERISA and a chance to ask questions of experts; second, a presentation and discussion on the fight for decent pensions for all Teamsters and their families.

8. Road Driver Safety and Health. Discussed will be a number of issues of concern to drivers: using the DOT, hours of service and time off, new drug and alcohol regulations, whistleblower laws and other driver issues.

9. Dealing with Stress on the Job. This workshop will explore the dangers of on-the-job stress, discuss methods of overcoming stress and discuss the added stress that comes with being a union activist.

Sunday Workshops

1. Leadership Training II: Establishing TDU as a Force in Your Local. You've got TDU members in your area and a commitment from some leaders to build TDU. Now what do you do? This workshop will discuss methods and examples of strengthening your membership, developing more leadership and becoming a powerful force within your local union. If you've built some support and now want to "get serious" about building your chapter, this workshop is for you.

2. Putting Together Rank-and-File Newsletters. The emphasis will be on newsletters, but the principles will apply to flyers and other literature. Participants will work step-by-step through the process of editing and laying out a newsletter, with the goal of getting the rank-and-file news on the street, simply and inexpensively.

3. Chapter Fund Raising. This workshop will discuss successful fund-raising techniques and using fund raising as an organizing tool. Includes a primer on chapter bookkeeping. Every serious TDU chapter should send a rep to this workshop.

4. Structure of the IBT: Now and the Future. An explanation of the IBT Constitution and structure. How a reform movement can use the existing structure to best advantage, and what kinds of structural reforms are the most important. When your local officials say, "My hands are tied," are they telling the truth? Come to this workshop and find out.

5. The RICO Lawsuit and Its Implications for the Rank and File. This workshop will discuss the RICO lawsuit and how the IBT and TDU are responding to it.

6. Using the Grievance Procedure. A discussion of techniques that will increase your chances of winning grievances, taking participants through the grievance procedure and stressing ways stewards and active members can educate co-workers on effective writing, handling and presentation.

13th Annual Rank & File Convention

'It Can Be Won by '91'

October 22-23—Atlanta—The American Hotel

The 1988 TDU Rank & File Convention will celebrate another successful year of rank and file power. Teamsters are demanding an end to concessionary bargaining and a new beginning of democratic unionism in the Teamsters union. Old walls are crumbling and the old guard is breaking up. Teamsters are on the move and this convention is where they come together. Teamsters on the front lines of the struggle from across North America will be convening to prepare an unprecedented surge in our union that will achieve Majority Rule on contracts, elect local union leaders who will demand democratic reform on the floor of the 1991 IBT Convention, and secure the Right to Vote for our International officers. Be a part of history in the making. The time is now. Register for the Rank & File's Convention. See you in Atlanta!

GETTING TO THE CONVENTION

To get from the airport to the hotel: The Atlanta public transportation system (MARTA) runs from the airport almost directly to the American Hotel.

The MARTA station is located in the baggage terminal at the airport. Take a northbound train to Peachtree Center Station. Fare is 85 cents.

The American Hotel is less than a five-minute walk from the Peachtree Station. Go west on International Blvd. about two blocks. The American is on the corner of International Blvd. and Spring St. (160 Spring St. NW).

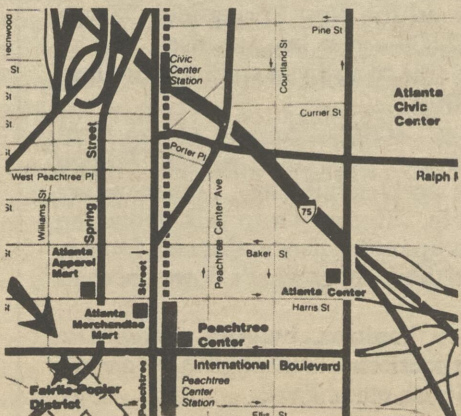
The Atlanta Airport Shuttle will take you directly to the American Hotel. Cost is \$7 (one-way). Board the shuttle in the baggage area at the airport.

Cabs from the airport to downtown have a flat rate of \$20 and may be economical for groups.

If you are driving to the convention: If coming from the north, take the Williams/Spring Street exit off I-75. Go south to International Blvd., then east to the American Hotel. If coming into Atlanta from the east or west on I-20, or I-75 or I-85 from the south, take exit 96B (International Blvd.), and go west to the American Hotel, 160 Spring St. NW, on the corner of International Blvd. and Spring.

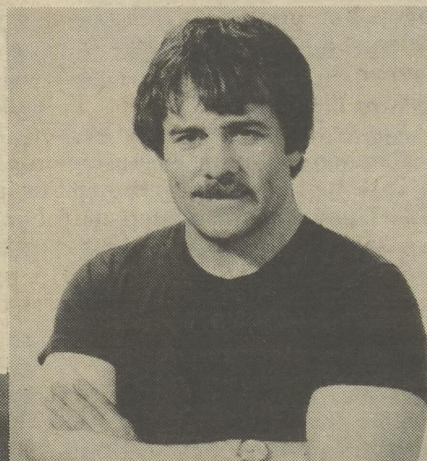
Parking: Parking is available in the hotel parking facility for \$4 per day for registered guests, \$5 per day if not staying at the hotel.

Make airline reservations early for the best fares. If you need assistance with airline reservations, call the TDU office.

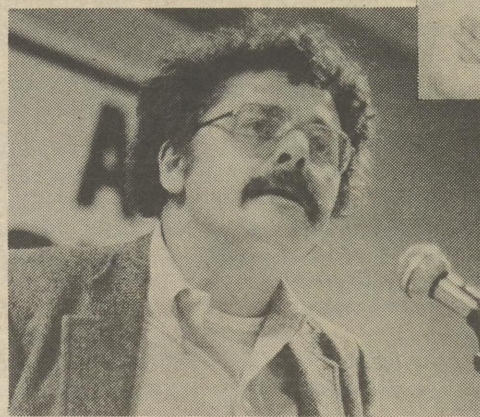


Convention Guest Speakers

Ray Rogers (right), co-founder of Corporate Campaign, Inc., will be the keynote speaker at the Saturday Night Banquet. A dynamic figure in the labor movement, Rogers devised and led the four-year campaign against union-buster J.P. Stevens Co. that resulted in an ACTWU contract for Southern cotton mill workers in 1980. He went on to help lead the Local P-9 struggle against Hormel and is now organizing on behalf of the Paperworkers union in their strike and corporate campaign at International Paper. *Time* magazine reported: "As architect of the 'corporate campaign,' a strategy for shifting labor disputes from the picket line to the boardroom, he has been involved in many of the major union fights of the past decade. ..."



Nick Salvatore (below), one of the foremost historians of



American labor, will address the convention Friday night on the role of the rank and file in shaping the history of the Teamsters union and on the impact of TDU. He is a professor at the School of Industrial and Labor Relations at Cornell University and a former member of Teamster Local 808 in New York.

REGISTER NOW... SAVE \$10!

Postmark your registration no later than October 5 and receive \$10 discount (\$5 if for one day). See below for travel discounts that may also apply.

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CONVENTION REGISTRATION

Includes cost of all convention materials, meeting space, coffee breaks, meals, and Saturday banquet and entertainment (cash bar extra). Additional charge for Friday registration.

HOUSING

Reserve rooms through TDU at special group rate. All rooms \$55 per night (tax included) either single or double. If sharing cost of room, please indicate other party.

CHILDCARE

Must be reserved in advance. Cost covers all meals and outings. Please give name(s) and age(s).

MEMBERSHIP

If not a member of TDU, join today. Membership includes subscription to **Convoy-Dispatch**.

DISCOUNTS

For early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50% deposit to receive early registration discount. Discount does not apply to Friday only registration.

VISA/Mastercard # _____ Exp. date ____/____

Signature _____

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone () _____ Co. _____

(if registering for others please include same info.)

of People

Sat. & Sun.	\$89	x	_____	=	_____
Sat. Only	\$59	x	_____	=	_____
Sun. Only	\$39	x	_____	=	_____
Fri. reg.	\$30	x	_____	=	_____

Total Registration Cost = _____

_____ Single room
 _____ Double room (with _____)
 _____ Fri. _____ Sat. _____ Sun.
 # of nights _____ x \$55 = Housing Cost = _____

of Children

Sat. & Sun.	\$30	x	_____	=	_____
Sat. Only	\$20	x	_____	=	_____
Sun. Only	\$15	x	_____	=	_____

Childcare Cost = _____

_____ \$30 — one year membership
 _____ \$75 — three year membership
 _____ \$15 — spouses, retirees and Teamsters
 grossing less than \$12,000 per year

Membership Cost = _____

TOTAL COSTS = _____

_____ \$10 if postmarked by Oct. 5 (\$5 one day)
 _____ \$10 travel over 500 miles one way
 _____ \$20 travel over 800 miles one way

Total Discount = _____

Costs minus discounts = _____

Amount enclosed = _____

Balance due = _____

UPS Scare Tactics a Puff of Smoke

Solicitation Rule: Nothing New and UPS Knows It

UPS is posting nationwide what it calls its "long-standing No Solicitation Policy." The posting of the four-point policy in some areas is causing concern among rank-and-file UPSers and confusion among supervisors and managers. The fact is, your rights to distribute TDU materials are as valid and as protected as ever.

UPS recognizes this. TDU has obtained a UPS memo to management personnel that directly mentions TDU and affirms your right to distribute TDU materials in UPS buildings in non-work areas during non-work times. If your supervisor or manager is telling you differently, he or she is lying and could face Labor Board charges.

TDU activities and other union-related activities are not "solicitations" but are activities protected by Section 7 of the National Labor Relations Act. UPS' memo to management personnel, a 10-point Q&A, "Possible Questions," (copies available from TDU) recognizes this and makes no bones about it. For example: "Can an employee place TDU literature (flyers) between windshield wipers? Answer: Yes. ... Can an employee on break distribute TDU material in the breakroom to other employees on break? Answer: Yes. ... Can super-

visors search employee lockers and remove TDU materials? Answer: No."

UPS Teamsters have the right to pass out TDU and other union-related materials, ask fellow workers to join TDU, collect membership fees or donations and take TDU literature with them in their truck as long as their activity is in non-work areas and at non-work times. Non-work areas include not only the parking lot, but lunch and break areas, locker rooms and other areas where workers meet to talk before and after work time.

Point four of the policy is particularly misleading, stating, "No employee shall enter or remain in the building and other work areas for any purpose except to report for, be present during or conclude his or her shift."

Teamsters do have the right to pass out literature and engage in other protected activity before or after their shift. Can you imagine UPS actually enforcing the above quoted rule? They would have to ban drivers from coming in before their starting time to work off the clock!

UPS Kicks Off 1990 Contract Campaign with Scare Tactics

TDU International Steering Com-

'Hammer-Down' Policy Costly

Michael Savoir
Local 41, UPS
Kansas City, Mo.

It is doubtful whether Kansas City area feeder managers have realized their anticipated profits from the speed-up created by the policy of maintaining the maximum speed posted on Interstate highways. And any profits must first be balanced by the expense of major accidents resulting from this "hammer-down" policy.



The Kansas district sustained its first high-speed accident June 8 as the driver of this tractor (above) lost control of his vehicle while driving 65 mph under "normal" night conditions. Fortunately, the driver was not seriously injured. Damages to the tractor alone were estimated in excess of \$48,000. Damages to trailers, dolly, packages and the cost of overtime to clean up this unnecessary mess were not estimated but could well exceed \$100,000.

Again, on Aug. 2, the "hammer-down" policy proved to be a tremendous liability. This time, rain-slick

roads necessitated driver discretion, but the demands of district policy pushed the driver beyond the safe operation of his vehicle. While the driver once again escaped serious injury, this time incurring cuts and bruises, his efforts to please his illustrious managers resulted in a discharge upheld by the state grievance panel.

Sooner or later the cost of this speed-up will exceed dollars and cents and appear as a grim statistic among highway fatalities. Perhaps this is why none of our production-conscious managers has signed the policy mandates. Perhaps they too know without a doubt: SPEED KILLS!

Majority Rule

continued from page 1

eliminating the notorious two-thirds-to-reject-a-contract rule.

Consider what this historic change will mean. Carhaulers will have majority rule. UPS can no longer stick members with a bad deal by playing part-timer against full-timer. Southern California grocery Teamsters, whose contract just expired, will be assured of Majority Rule, too. As will brewery workers, flight attendants and other Teamsters covered by national and regional pacts.

Just two years ago this victory seemed far off. When TDU leaders took the floor at the Las Vegas IBT Convention in 1986 to introduce this same change, all the International officers were quick to shoot it down, and the majority of delegates blindly followed this pro-employer stampede.

Now we're winning. TDU never turned back. Join us in Atlanta as part of the movement that is on the road to take back our union.

mittee member and UPSer Dan Campbell of Saginaw, Mich., said the confusion resulting from the posting of this "long-standing policy" may be designed to intimidate workers.

"It's not an update to protect UPS against solicitors. It's aimed at TDU and that's a mark of our success. UPS is concerned about our successful 1987 contract campaign and national growth and is reacting to it."

A recent Challenge of the '80s meeting in the Washington, D.C. district supports Dan's analysis, according to ISC member J. Anthony Smith. D.C. Metro District Manager Jim Hanley told UPSers he realizes the two-thirds rule will be dead and Majority Rule a reality by the 1990 contract vote. While carefully noting that UPSers' votes are personal decisions (TDU won an NLRB settlement against UPS for polling UPSers on their '87 vote), Hanley warned workers if they vote NO they had better be sure of their votes. UPS, he said, determines its "final offer" on the contract, and a majority rejection would put UPSers on strike.

These scare tactics are blatant misrepresentations of the truth. When carhaul Teamsters rejected the "final offer" from the employers' bargaining agents by 73% in July, carhaulers did not go on strike. Rather, the union went back to and is still at the bargaining table. UPS knows the TDU victory on Majority Rule will turn the tables in bargaining, so it is starting an early campaign of scare tactics and intimidation. It won't work.

Come to the TDU Rank & File Convention to learn more about your rights and participate in our National UPS meetings. If you have questions or problems regarding UPS' policies, contact the TDU office or your local TDU chapter for advice.

National UPS Meetings

TDU Rank & File Convention
October 22-23
Atlanta

UPS and Downs

How to Grieve Bonus Plans in Central Conference.

An interpretation on how bonus plans may be voided under Article 19, Section 11 of the Central Conference Supplement was announced in July by former UPS Division Director Dan Darrow. Contract language states: "Current plans will remain in effect unless grieved by the majority of the employees involved and approved by the Joint Area Committee."

The interpretation states that individual grievances must be filed by each of the majority of employees involved and submitted to the local union within three weeks. If a majority of drivers submits grievances within the three-week period, the local shall advise UPS within one week and submit the issue to the JAC for approval. Management is not to attempt to resolve the grievance without the presence of a union rep, and the local has the right to attend any UPS meetings on the issue from the time the grievances are submitted to the JAC until they are heard.

IRS Sets Rules on 401(k) Withdrawals.

The Wall Street Journal reported Sept. 8 that the IRS has issued rules on hardship withdrawals from 401(k) plans. Such withdrawals will be valid if the employer "reasonably relies on an employee's representation" of the financial circumstance, whether it involves hardship for medical expenses, college tuition, or home mortgages, for example. That "representation" may involve completing a questionnaire and providing a copy of the bill to verify the amount needed. But the new rules also state employees must first exhaust other resources, such as liquid assets or commercial borrowing.

As an alternative, employers may adopt "safe-harbor" provisions, which set guidelines for withdrawals that won't be subject to challenge by the IRS. But these provisions require that employees who make hardship withdrawals be suspended from the 401(k) plan for 12 months and that in their reinstatement year their contributions be reduced by the amount of their withdrawal. Most plans don't adopt these provisions because they are so tough.

Isn't That Special?

UPS continues to run enticing ads in Massachusetts newspapers in an attempt to attract part-time employees. An ad for West Springfield, "Score Big," not only offers cash awards up to \$2,000 a year but promises, "As an added bonus, you could score a limousine ride to Sullivan stadium with free tickets to see the Patriots vs. the Buffalo Bills."

An ad for Chelmsford, "Heavy Money," states: "As one of the most progressive companies in the U.S., we prove we care about you. We let you earn more per hour than many people earn working full time. ... Our workers are all team players who pitch in and help." It goes on to talk about the rewarding benefits and closes, "When a company treats you this well for getting packages on and off the road, it pays to think about what's down the road for you."

Golly, will UPS let us end ratification bonuses, two-tier wages, the unCOLA, production quotas, sweat shop conditions — and shuttle us to work in air-conditioned stretch limos equipped with color TVs?

Fleming Strike Goes National



I'll Be in Atlanta

Chuck Bonham
Local 952, Albertson's
Los Angeles

I'll be attending the TDU Convention in Atlanta because it's a perfect opportunity to learn legal rights, proper grievance procedure and leadership skills. I'll be meeting with dedicated Teamsters from all over North America. With the recent merger mania in the Southern Cal grocery industry, where corporate profits mean everything and rank-and-file jobs are secondary, now more than ever it's the obligation of every rank-and-file Teamster to take responsibility for protecting our jobs.

That's why it's so important to attend the convention, to participate in the course of our union, not only in Southern California, but nationally. See you in Atlanta!

The 2,100 Northern California Teamsters who have been on strike against Fleming Foods since June 9 now have a lot of company. After nearly three months, the strike has been extended to Fleming facilities in Portland, Ore., Oklahoma City, Joplin and Kansas City, Mo., Houston and San Antonio, Texas, and Topeka, Kan. A total of 780 Teamsters have gone out at the facilities. Several weeks ago, two Philadelphia locals covering 825 Teamsters decided to walk out in solidarity with the California strikers. Of the 25 Fleming distribution centers with Teamster contracts, 13 are on strike.

Fleming, the nation's biggest wholesaler, provoked the strike by imposing wage cuts and other concessions in Northern California. Since the beginning of the strike, there had been talk from the union about "coordinated national action." Now that national action has been taken, the strike has become a test of our union's ability to use rank-and-file power to win.

TDUers report that in San Antonio, the decision to honor picket lines was met with overwhelming support from over 200 members of Local 657. Workers there are angry over the company's use of a 12-point system (that is not mentioned in their contract) to discipline and fire them, as well as the large amount of forced overtime.

Those respecting the line in San Antonio are covered by a contract paying a top rate of \$9.35 per hour for

warehouse workers, and 22 cents per mile for drivers. Their commitment to honoring the strike is all the more impressive. This foundation of solidarity will benefit all Fleming Teamsters in the future.

Fleming is hiring scabs at all the striking divisions, and has filed a \$21 million lawsuit to scare the Midwest and Southwest locals into not honoring the picket lines. Reportedly, the company has threatened the Philadelphia strikers that it will reopen their warehouses non-union. In the face of these tactics, the locals involved are all holding firm.

Leafletting by California strikers at four Safeway stores has forced them to stop getting deliveries from Fleming's scab operation. While the strike is still going strong, a number of strikers are concerned that union officials haven't kept them informed, even of positive

developments like the national extension of the strike. "They don't tell us anything," said one striker, while another one added that "a lot of guys are getting discouraged because of the lack of information."

As *Convoy Dispatch* went to press, Fleming had not come back to the bargaining table. Chuck Mack, president of San Francisco Joint Council 7, has stated that in the most recent negotiations Fleming said it would be willing to reinstate the \$1.50-per-hour wage cuts it had imposed at the Fremont, Calif., facility. Would that have been enough to end the strike? "We'd be willing to accept (the restoration of wages)," said Mack, "except for the firm's refusal to budge on other benefits and economic issues, including restoring cutbacks in vacations, sick leave, holidays and health and welfare benefits."

Southern Cal Talks Begin; Certified Demands Own Deal

The Southern California master grocery contract, which expired Sept. 11, is now being negotiated.

When Southern Cal grocery Teamsters went on strike in 1985, the strike was hurt by a lack of communication among members. TDUers are working to make sure that this does not happen again. Plans are being made for rank-and-file grocery meetings during negotiations, and newsletters have been distributed.

Meanwhile, TDU leaders are looking to build solidarity among Southern Cal workers and the Fleming strikers in the northern part of the state. "What the hell are we going to do," asked one TDU activist, "sign a contract and just leave these guys out?"

One potential problem for the union is that Certified Grocers has announced it will not bargain as part of the Food Employers Council, insisting instead on a separate deal to cover its Southern Cal warehouses and the one in Stockton, 350 miles to the north. The Stockton warehouse has lower wages than other Northern California employers, and has been used by Flem-

ing to justify its demands for concessions at all Fleming's Northern California facilities. If Certified succeeds in keeping its wages below the area standard, the chances of winning the Fleming strike will be hurt.

It will take strong action by the union to prevent a similar situation from developing in Southern California as well. When Certified's contract expired earlier this month, the company and union had not yet held face-to-face negotiating sessions.

Teamsters in Southern California are faced with serious job losses caused by the proposed mergers of Safeway's Southern Cal division with Vons, and Lucky with American Stores (which includes Alpha Beta). The Federal Trade Commission recently approved both mergers despite California Attorney General John Van de Kamp's objections. On Sept. 7, Van de Kamp got a restraining order from a federal judge on the American-Lucky merger. The judge said the merger "threatens serious irreversible harm to the public interest within California."

Workers Kept in Dark

No Pact as Kroger Talks Go On

While the union is coordinating national action on the Fleming strike, another important national issue is developing. Negotiations are going on with Kroger, the nation's second largest food retailer, for national contract language. This language will be inserted into local Kroger supplements across 11 states, mostly in the Midwest and South.

Pension Contributions

One important issue for Kroger Teamsters, most of whom are in the Central States Pension Fund, is the company's level of pension contributions. Earlier this year, Central States announced new top benefits, which require a contribution level of \$69 per week or \$14.60 per day. Kroger is now paying only \$61 per week to Central States.

Kroger locals have submitted a number of proposed changes in the language. Cincinnati Local 100, in response to letters received from 139 of its members, requested that Kroger's pension contributions be increased to the level of the Master Freight Agreement (\$69/week), and that Kroger Teamsters be offered 30-and-out pension benefits of \$2,000 per month at any age. Local 100 members have also requested that Central States make the 30-and-out benefit available to Kroger Teamsters who were in the company pension plan that merged into Central States in 1971. Local 100 submitted another good idea, to have

all local Kroger supplements terminate simultaneously.

Other locals have submitted proposals to strengthen the language against subcontracting (a big problem at Kroger) and to increase workers' rights to jobs at new facilities when an existing facility closes.

Negotiations were supposed to be completed before the local agreements began expiring this year (Indianapolis Local 135's supplement ran out on Sept. 15). But at press time no settlement had been announced.

Our union should use the national negotiations to build unity and increase communication among Kroger Teamsters. One way would be to create a national Kroger committee, with elected representatives from each local. This committee could develop a bargaining strategy, and be responsible between contracts for keeping workers at each local informed on new ideas and experiences from other locals. This would be a big step forward in fighting Kroger's attempts to play locals against each other.

Instead, Kroger workers from different locals report there has been no word at all from the International on progress in negotiations, nor have there been any attempts to organize the rank and file in preparation for possible national action. "I think Kroger is up to something," said one steward. "There's something coming down and nobody is telling us anything."

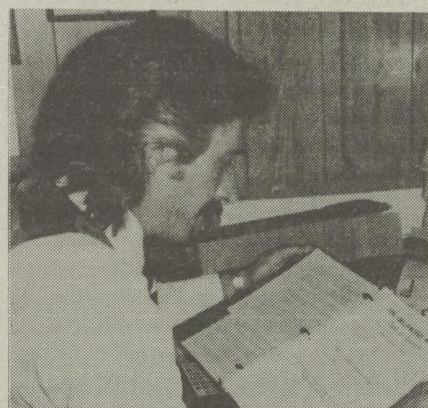
I'll Be at the TDU Convention

Dennis Nagle
Steward, Star Market Warehouse
Local 25, Boston

It has been my pleasure to have attended the past two TDU Conventions, and I'm looking forward to this one in Atlanta. I've been a shop steward at the Star Market grocery warehouse for over six years, and having been part of three major negotiating committees, I've found the TDU contract-negotiating workshops invaluable.

With my experience as steward and as chair of the Eastern Mass./Rhode Island TDU chapter, my greatest challenge still lies ahead: running for president of Local 25 against William J. McCarthy. Mr. McCarthy has run unopposed (doesn't seem too democratic, does it?) in Local 25 for some 15 years. He now promises to reform our International, yet he has ruled Local 25 with an iron fist, with very little reform, for the 10 years I've been a member.

I will run Local 25 in the same fashion that our TDU chapter has operated: educating the membership, letting democracy rule and getting the best bottom-line results possible. See you in Atlanta!



Carhaul Talks Get New Chief, Run on Slow Track

Since the first carhaul proposal was announced to BAs on July 6 and the 73% NO vote was announced on July 27, negotiations have proceeded at a snail's pace. Weeks have passed between meetings of the negotiators. The members and their BAs have been kept almost totally in the dark.

In late August, IBT President William McCarthy replaced national negotiating chairman Walter Shea with Ernie Tusino, an elected BA from Worcester, Mass., Local 170, who has

represented Anchor employees at Framingham. Tusino has played a major role in negotiating and enforcing the Eastern Conference supplement, which is the strongest. On the other hand, he gave an enthusiastic speech supporting the rejected proposal to the meeting of officers on July 6. He predicted to his members that if it were rejected, a worse offer would be submitted the second time around.

McCarthy announced in a letter Sept. 1 that he and Tusino would be heading negotiations. He asked members to submit proposals to him no later than Sept. 18. A negotiating session was held with management on Sept. 1 and 2. Very little was accomplished, but the next meeting is not until Sept. 22. The union is operating under a deadline of Sept. 23.

This pace and conduct of negotiations has members and BAs alike scratching their heads. One thing is sure, management is using the delay to prepare more adequately for a strike.

If a strike is necessary, members can expect a series of management maneuvers aimed more at members' morale than at the effective movement of cars.

Members Submit Proposals

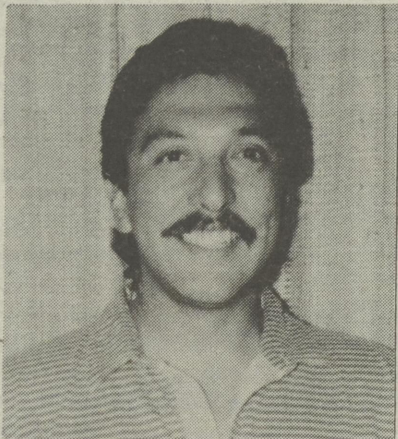
In response to McCarthy's letter, members around the country are submitting the practical suggestions he called for. The conference co-chairs of the Carhaulers Coordinating Committee (CCC), Joe Day, Jim Carothers and Sam Fenn, wrote to McCarthy making a number of suggestions and offering to meet for further discussion. Day, Carothers and Fenn called for two steps to pressure management to negotiate seriously now. They asked the International union to instruct locals to form strike committees. And they proposed that the International sanction a program whereby members would be instructed to load their trucks strictly according to the manufacturer's instruction manuals, to run

their loads over the highways or cow paths on which their mileage pay is calculated and to conduct the most thorough mechanical inspections. Not to mention using the usual extreme care to follow all regulations on speed limits, parking, required rest breaks and logging of time.

These perfectly legal steps could be backed up by union fines against members who don't comply. The program would reduce productivity by 20% to 50%. It would make a strike less likely or shorter. It would reduce stockpiling. And most importantly, it would end management's dream that carhaulers are a group who won't make a short-term sacrifice for a long-term gain.

National Carhaul Meetings

TDU Rank & File Convention
October 22-23
Atlanta



I'll Be in Atlanta

Luis Ortiz
Local 104, CCI
Phoenix

I'll be attending the TDU Rank & File Convention this year in order to be better informed about what's going on in our union and on our legal rights, so I can better inform Teamsters in the West.

I'm looking forward to meeting many of the TDUers I've read about as well as first-timers at the convention like myself. Hope to see you in Atlanta!

Ryder Adds Fuel to Fire on Running Mile From Smyrna to West

Leave it to Ryder to add fuel to the fire. The company recently asked drivers from many terminals to go to Smyrna to haul loads to the West Coast because of the shortage of rail cars. Ryder told some drivers the loads would pay running mile, but didn't tell others. Asking drivers to agree to such a deal is against the contract because Ryder has no "competitive" out of Smyrna. Making any kind of individual deal is against the contract. It is like giving work to the low bidder. That's why our grandfathers formed this union—to stop workers from having to bid against each other's labor.

At a recent Jacksonville meeting, it was pointed out that if Ryder could get away with this, companies like Motor Convoy would not be able to compete.

Because Ryder's deal was a clear "non-payment of the established wage rate," Dearborn CCI steward and CCC co-chair Jim Carothers asked Detroit Local 299 to take strike action under Article 7, Section 1(a). Instead of action, he has received the runaround. Perhaps Ryder will pay some drivers in the end, but the company loses nothing by trying and in the meantime draws interest on our money. This is just another reason why the grievance procedure must be reformed.

Although the carhaul contract negotiations are far from over, a number of steps already have been taken that can positively affect future negotiations for all Teamsters.

Voting in Our Union Halls

TDU has always felt that voting by secret ballot, in our union halls, after full discussion, is the quickest and best way to vote on contracts. This allows members to hear and consider the concerns of various sections of the work force. It encourages solidarity.

For the first time on a national contract, this year's carhaul contract was voted on in the union halls. It produced an excellent turnout, which can be improved even more with better notice and better provisions for members who live far from their locals. The contract offer was rejected by over 73%.

This voting method can end a very undemocratic practice. Following past strikes in freight, carhaul and UPS, members were forced back to work pending the outcome of a six-week mail referendum. Meanwhile, bargaining power was lost, morale was damaged and the yes vote was inflated.

During a strike members are not dispersed on the road. They are doing regular picket duty. With adequate notification of voting procedures before an offer comes out, and with adequate provisions for members to see a proposal, the time required from negotiation of an offer to final vote can be reduced to less than one week.

Then if a contract offer is rejected, negotiations can continue with the union retaining maximum bargaining power. The 1988 carhaul vote showed voting at the union halls is practical, fast and produces a largeturnout. It is a precedent all Teamsters should fight to hold and build upon.

Returning to Bargaining Table After a No Vote

The Carhaulers Coordinating Committee (CCC) of TDU recommended before the first vote on this contract that union and management return to the bargaining table following a No vote. This was done and negotiations

are continuing.

But before the vote, both union and management officials scoffed at TDU, declaring that returning to negotiations was impossible and a NO vote would mean an immediate strike. In the recent UPS and freight contract votes, management and union bigshots told exactly the same lie. That lie will never work as well again.

Whether delaying a strike is the best policy depends on each situation. The CCC advocated delaying strike action for two reasons. In 1985 the strike was during August, when many plants were shut down and before introduction of the new models. That hurt us. The second reason was to give the union a chance to find out what the members wanted and to give management and union negotiators a chance to negotiate on the real issues.

Changing a 'Lifetime' Chairman

The chairmen of negotiating committees in many jurisdictions have seemed to hold lifetime jobs, no matter what the record or expertise of the chosen union officials. This has been true of both national and area chairmen. The national carhaul negotiator, International VP Walter Shea, has held the post throughout the 1970s and '80s. The rejection of five out of the seven offers he negotiated between '76 and '88 never affected his exalted status. Is it any wonder that carhaulers' confidence in their union is at an all-time low? Or that the contract does not meet the needs of the members? The problem has never been with the officials themselves, but with the system of selecting them. Some were honest and intelligent, others were not. But the truth is they were chosen for reasons of bureaucratic power within the union that had nothing to do with the needs of the members. That is why the CCC's central demand in 1988 has been that the union co-chairs of our negotiating and grievance committees be elected by the members covered by each committee.

The union has not granted the members an election, but Walter Shea has been replaced as the chief negotiator.

The problem is that whomever is appointed from above must answer to those above. That's why the CCC recommended to McCarthy that he convene a bargaining council made up of members and BAs elected from the terminals to hammer out a bargaining position and recommend a new negotiating committee.

The precedents achieved so far can strengthen all Teamsters in future contracts. But we all need to keep organizing to transform these temporary concessions to the members into guaranteed rights for the members. In 1970 Teamster steelhaulers won a separate vote on their own supplements to the freight agreement and had another separate vote in 1973. But it was taken away in 1976 because they were less organized and their rights had not been changed in the IBT Constitution.

The next IBT Convention is scheduled for 1991 and may be held sooner. This will be the time for all rank-and-file Teamsters to make sure we get changes to protect our rights, our contracts and our jobs.

If a carhaul strike is necessary this year, convoys of cars being delivered to dealers by scabs will be highly visible to other Teamsters on the highways. Likewise, for heavy-duty trucks being "saddle backed." By showing the solidarity of all Teamsters, you'll be helping yourself down the road.

A Little Hardship Now For Long-term Gains

A Nashville CCI driver, Don Linzy, writes, "We have won the first battle with our vote, but the war is not over. The companies were ready for us to turn down this contract, as all the dealers were well stocked with cars, and most of the plants were going into model change. ... This will be a hardship on the men that are laid off and will make it hard to vote to strike if the companies and our union bring back another takeaway contract. ... A little hardship now could pay off in a big way by making them think twice about trying to bring us another takeaway contract in the future."